

Appraisal-Tendency Framework and Gender: A Moderator in the Emotions and Judgement Process

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Background

A sense of fairness and justice within a workplace is essential to ensure the organization continues to run smoothly. Perceived injustices are associated with several negative outcomes, such as counterproductive work behaviors, lower work performance, and higher turnover intention. The appraisal tendency framework is a model explaining how emotions impact decisions, including those judgements involved with determining perceptions of justice. Fairness theory is a second theory that explains justice and justice perceptions as a function of attributing blame.

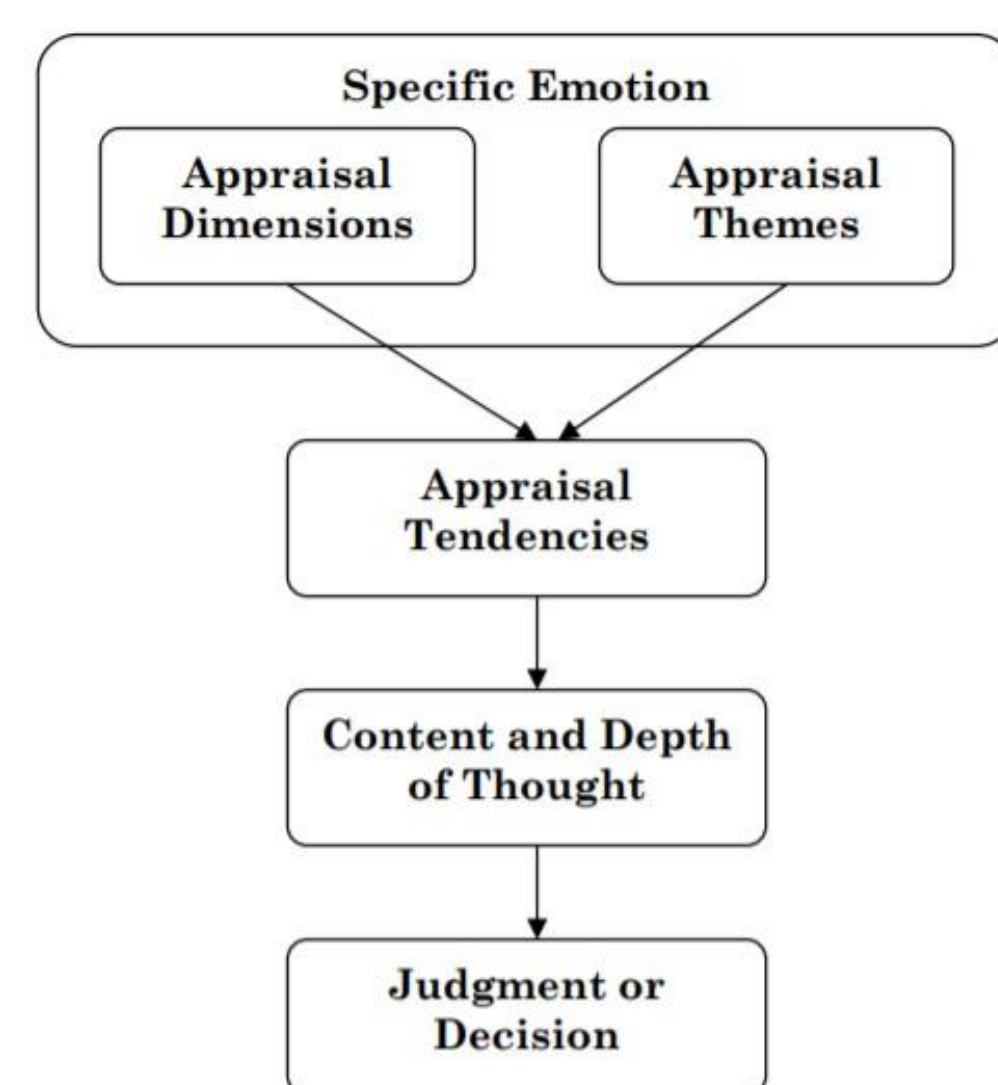


Figure 1. Basic illustration of the appraisal tendency framework.

Research thus far on the effects of gender on justice perceptions have found differing effect, leading to two distinct perspectives. One school of thought argues for a perspective where genders have significant differences between them while others argue that there are more similarities than differences in respect to gender. For example, Laufer & Gillepsie (2004) found that there were gender differences affecting empathy which may subsequently alter blame attribution. However, other work has found no differences across genders that would contribute to these differing justice perceptions. Based on these findings, it is apparent that more work is needed to further elucidate the relationship between gender and justice. Because of the conflicting schools of thoughts, conflicting hypotheses will be best suited to clarify the research.

Hypotheses

Based on prior research, the following hypotheses were formulated:

Hypothesis 1: a) The relationship between anger and blame will be stronger for men.

b) The relationship between sadness and blame will be stronger for women.

c) The relationship between blame and perceived injustice will be stronger for women.

Hypothesis 2: a) Gender will not have a significant effect on the relationship between emotion and blame.

b) Gender will not have a significant effect on the relationship between blame and fairness perceptions.

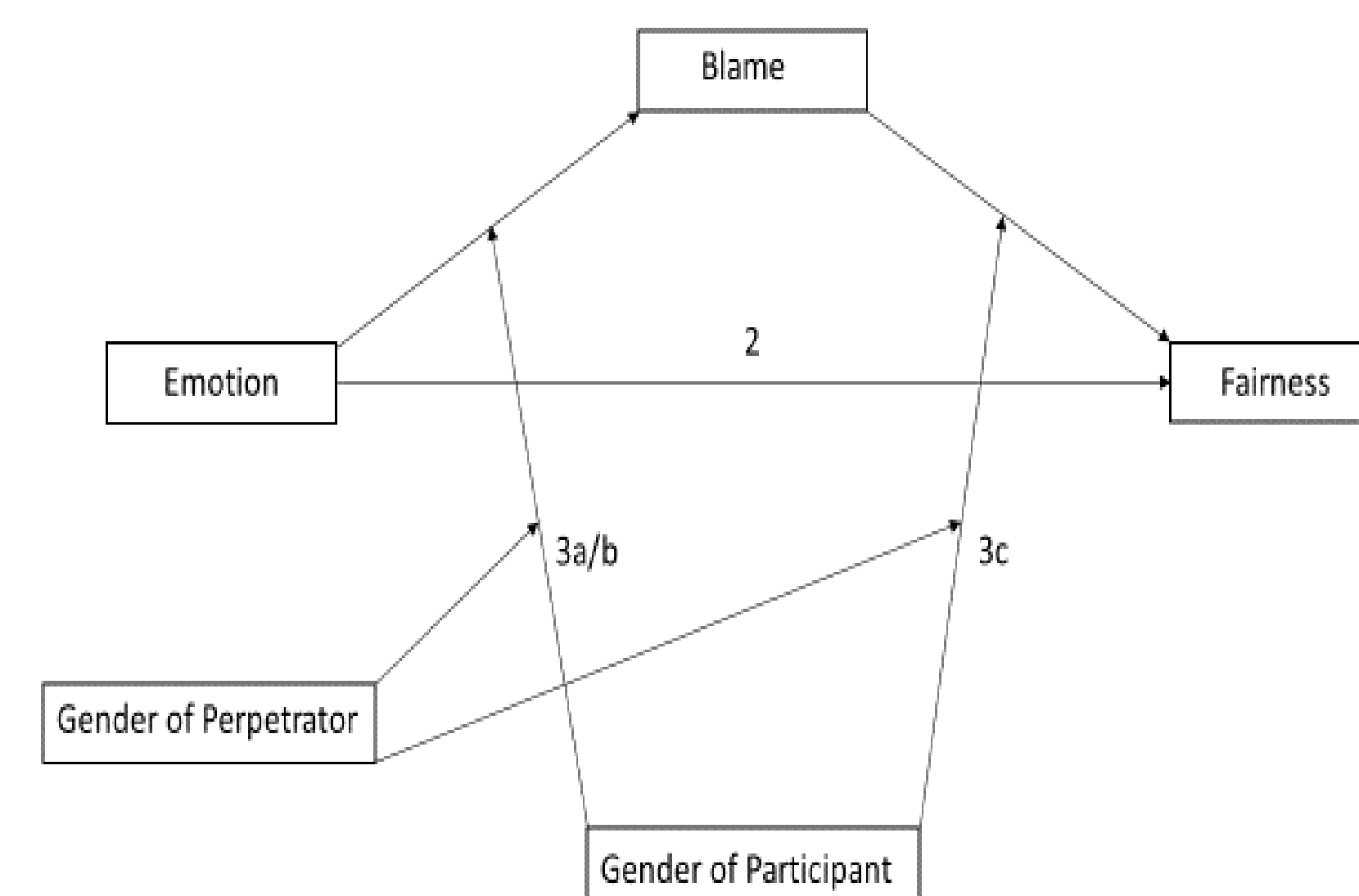


Figure 1. Proposed model incorporating the appraisal tendency framework, fairness theory, and gender.

Method

Part one of this study will assess individual differences; however, this goes beyond the scope of the current project. Part two of the study will utilize a 2 (emotional induction) x 2 (gender of actor) design. The emotional induction portion of the study will begin with participants viewing video clips either from the movie *My Bodyguard* for the anger condition or the movie *The Champ* for the sadness condition. Immediately following viewing of these clips, participants will be asked to write about a time when they experienced anger or sadness for their assigned condition. All participants will then take the PANAS-X, a survey used to measure the effectiveness of the emotional induction used in the study.

Method (ctd.)

In the gender of the actor portion, participants will view clips of either a male or female professor signing student scholarship checks. Each video will only differ in the gender of the professor signing the checks. It will be clear that one student is being over-rewarded while another is being under-rewarded, but it will be unclear if this difference is intentional. Participants will view the video twice before rating the degree of blame participants attribute to the professor and perceptions of fairness of the events in the video.

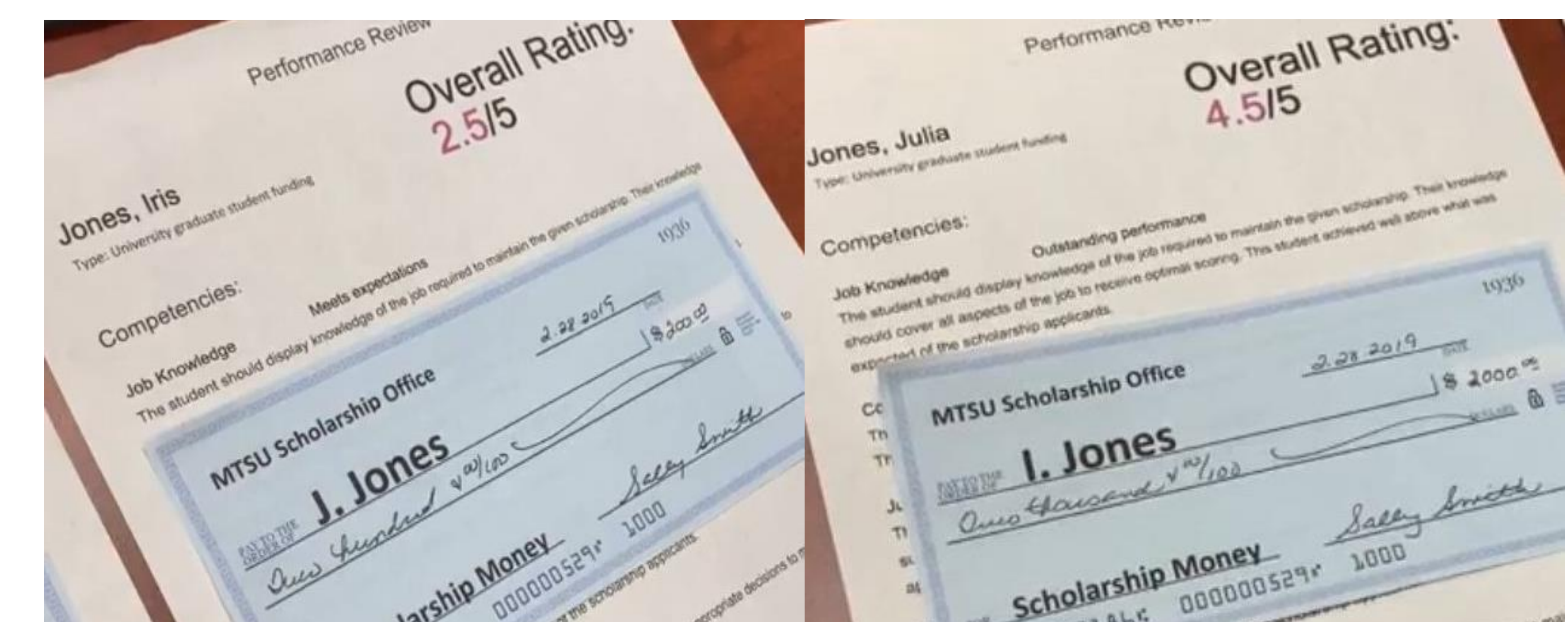


Figure 2. Example situations for underreward and overreward in the gender-actor portion of the study.

Participants will complete the study by completing a survey providing demographic information followed by study debriefing. Students will be compensated with class credit for their participation.

Analysis

Data will be analyzed using Hayes' (2012) process model using SPSS.

Acknowledgements

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References available
upon request.